



Fort Benning, Home of the
MCoE

Maneuver Conference Working Group Two and Four Out Brief

Working Group 4 Lead - COL Lance E. Davis
Working Group 2 Lead - COL Jay L. Peterson
“Leader Development”



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- **Collaboration Opportunities between Officers and NCOs**
- **Maneuver Master Trainer Program (MMTP) ...and Cooperative Degree Program's (CDP's)**
- **Training Management - Principles of ALM 2015**
- **360 Degree MSAF evaluations with mentor input (NCOES)**
- **Increased Broadening Opportunities**

WHO:
H Troop, 2-16 CAV (ABOLC 12-006)
65 x Lieutenants

WHAT:
FTX in GHMTA

WHEN:
05-14 SEP 12

WHERE:
GHMTA AO CO South

SUMMARY:

<h1>Training Opportunities</h1> <p>M2-16 CAV (ABOLC Class 12-006) FTX</p>	
	
<p>Lieutenants establishing battle position</p>	<p>Tank Platoon conducting tactical road march</p>

More qualified and confident
Magnet or Talent
positive enthusiasm about
them and the

The Maneuver Master
ABOLC, OCS, and S

Maneuver Center of Excellence - Te

The Maneuver Master
The Art of the Strategic Maneuver
The Art of the Strategic Battle

Self Awareness
Organizational Culture
Critical Thinking
Creative Thinking

Take Away
Self Aware, Agile, and Adaptive leaders

Organizational Culture (Compare & Contrast)

LTC Hal Moore
1st Bn, 7th Cavalry (Alamo Scouts), 3rd Brigade
1st Cavalry Division
Battle of Ia Drang, Vietnam

RESTREP
2nd Bn, 503rd Infantry Regiment
173rd Airborne Brigade Combat Team
Korngang Valley, Afghanistan

Linear Self-Awareness
Video and Activity

Keirsey Temperament Sorter

Guardians
The Guardians are the most traditional of the four types. They are the most conservative and the most responsible. They are the most likely to be found in positions of authority and are the most likely to be found in positions of responsibility.

Idealists
The Idealists are the most idealistic of the four types. They are the most idealistic and the most idealistic. They are the most likely to be found in positions of authority and are the most likely to be found in positions of responsibility.

Artisans
The Artisans are the most artistic of the four types. They are the most artistic and the most artistic. They are the most likely to be found in positions of authority and are the most likely to be found in positions of responsibility.

Rationals
The Rationals are the most rational of the four types. They are the most rational and the most rational. They are the most likely to be found in positions of authority and are the most likely to be found in positions of responsibility.

Creativity - Adaptors & Innovators

Agile and Adaptive Leaders Development

Agenda

Module 1: Post-Adapt and Self Evaluation
Module 2: Self Awareness and Organizational Culture
Module 3: Critical Thinking & Creative Thinking

An Adaptive Leader:
Self Aware
Social Skills
Critical Thinking
Creative Thinking

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
WEEK 1	REST	In-process					REST
WEEK 2	REST	Role of the PL / Writing / PT Planning			MRT / CT	BRM PMI	REST
WEEK 3	REST	Basic Rifle Marksmanship			Advanced Rifle Marksmanship		REST
WEEK 4	REST	BD Class / CT	Fire Team LFX	SQD Battle Drills			REST
WEEK 5	REST	Troop Leading Procedures					REST
WEEK 6	REST	Tng Mgmt	Land Navigation	ADVLN & LN Repeat		REST	
WEEK 7	REST	MG Theory / IDF	Machine Gun Fundamentals / CFFT	WPNS SQD LFX		Recovery	
WEEK 8	REST	Squad STX & Squad LFX					REST

8 Step Training Model Classroom Instruction (week 2)

How to plan/run a range PE (week 3)
+ STRAC
+ CBWW

Demonstration & Execution of SQD BDr conducted w/in a CO framework (week 4)

Training Management Classroom Instruction PE Issued (week 6)

Execution of Student Planned SQD STX (week 8)

Training Management Student SQD STX Development (week 8)

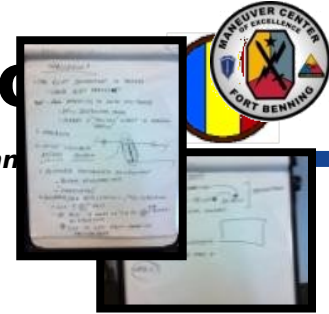
SMC Pilot conducts air mission brief with prior to mission



Leader Development in the Institution

Challenges / Recommendations

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- **Accessions (BOLC-A)**
- **Basic Branch Training (CCTL - BOLC-B)**
- **Collaborate, Coordinate and Influence at the Proponents, Key Commands and COE's for Leader Development in the Institution**
- **NCOES / OES Balance with Functional Training (BOLC-A/B and MCCC)**
- **NCOES**
- **Language and Cultural Awareness Training**
- **Simulations**
- **Limited Fires, Engineer & Aviation ISO Combined Arm's Leader Development, ...COE & JIIM Opportunities (BOLC-B, MCCC)**
- **Time [in Courses, Time in Grade]**
- **Manning - Right Instructors (BOLC-A/B, MCCC)**



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Working Group Two



Leader Development in the Unit



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Challenges within the

Unit

- Having the ability to balance unit training and leader development in ARFORGEN.
- Limited time for company grade officers in Key and Developmental positions.
- Ability to effectively counsel subordinates.
- Availability of JIIM assets for leader development at home station training.
- Lack of available assets to conduct combined arms integration at home station training.
- Making leader development part of leader development.

Unit Best

Practices

- Team/Squad Leader Course, S1/S2/S3/XO Course, and Co CDR/1SG Pre-Command Course.
- Incorporation of psychological testing as a leader self-assessment tool.
- NCOPD and training events at Team/Squad leader level which focuses on problem solving and develops cohesion.
- Leaders attendance to Ranger, ARC, RSLC, IMLC, and Pathfinder to supplement home station training equates to a increase unit readiness.
- Bottom up refinement of training plans that are realistic and challenges leaders thru



Leader Development in the Unit



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Recommendations

- **Delineate Responsibility and Authority within the Army Leader Development Strategy.**
- **Develop Training Support Plan and LVC-G application for Battalion and below Key Leader Positions.**
- **Develop Language and Cultural Training CDs for Regional Align Units to Officer and NCOs as a self-development tool that can be utilized at the unit level.**
- **Incorporate Myers/Brigg like test as a continuous leader self-assessment tool.**
- **Develop a Leader Portal that links products developed for use by leaders to incorporate into their leader development programs.**
- **Expand capabilities of LTP (CTC) to include means to improve junior leaders understanding of mission command. (Exportable or VTC linked).**
- **Increase time in grade; slot when ready.**